HRLSC | Human Rights Legal Support Centre
Annual Report | 2013-2014

CONTENTS

Message from the Chair	1
Ontario's human rights system	2
Accessing our services	3
Working across Ontario	4
Statistics	5
Focus on mediation	7
A new look for our website	8
Working with the community	9
Human rights stories	10
Evaluating our services	16
Performance measures	17
Our staff	19
Board of directors	20

Appendix 1: Financial Statements

Appendix 2: Decisions

MESSAGE FROM THE CHAIR

2013/14, has been a busy year for the Human Rights Legal Support Centre. I am very pleased to present the Attorney General of Ontario with this Annual Report on our activities.

Advancing equality through legal advocacy is a central goal of the Centre's Strategic Plan. As the case summaries in this report demonstrate, in the past year the Centre won important victories at the Human Rights Tribunal for persons with developmental disabilities, for workers targeted by racial and sexual harassment and for women who are pregnant, among others.

We also increased the number of people we helped, providing in-depth assistance to almost 2,000 individuals in completing and filing a new human rights application at the Tribunal, as well as helping over 900 applicants with upcoming mediations or hearings. This means that the Centre is now able to assist a significant majority of the approximately 3,000 people who file applications at the Tribunal annually.

Building Access to Legal and Support Services for persons who have faced discrimination is another key strategic goal set by the Centre. In 2013/14, the Centre not only served more people, but also provided service more quickly, often meeting with applicants or potential applicants within a few days of their first request for assistance.

Overall, the number of people who received in-depth legal assistance increased by 33% and we were successful in settling 55% more applications in 2013/14 as compared to the previous year. In helping to negotiate an early resolution, we allow applicants to close a painful chapter in their lives, and also seek settlements that address systemic discriminatory practices so that others will not experience the same offending conduct or treatment in the future.

Championing Ontario's Human Rights System is a third strategic goal of the Centre. In working steadily to expand and improve our service to the public, the Centre has contributed to the effectiveness and credibility of the human right enforcement process.

On behalf of the Board of Directors and our staff, I want to thank our staff for their enormous efforts and tremendous success.

Patrick Case, Chair
Board of Directors

ONTARIO'S HUMAN RIGHTS SYSTEM

The Human Rights Legal Support Centre ("the Centre") is an independent agency funded by the Government of Ontario.

The Centre is one of three human rights agencies established under Ontario's *Human Rights Code*. The other two agencies are the Human Rights Tribunal of Ontario and the Ontario Human Rights Commission.

The Centre provides free legal services to individuals who have experienced discrimination or harassment in an area of daily life that is covered by the *Code*'s anti-discrimination protections. The *Code* prohibits discrimination in employment, housing, services, contracts and union or professional memberships.

What does this mean? We help people who face discriminatory barriers in finding rental housing; in applying for work or in keeping a job; in going to a restaurant or community facility; or in accessing services, such as health care, retail services, education or police services.

What is discrimination?

Discrimination means treating someone differently and unfairly because of a personal characteristic such as race, disability, age or gender.

The *Code* prohibits unfair treatment that is based on any of the following personal characteristics – called "grounds of discrimination":

- Race, colour
- Ancestry
- Citizenship
- Place of origin
- Ethnic origin
- Creed (religion)
- Sexual orientation
- Gender identity and expression
- Gender/sex
- Pregnancy
- Sexual solicitation or harassment
- Marital status
- Family status
- Age
- Disability
- Receipt of social assistance (in housing only)
- Pardoned criminal record (in employment only)

ACCESSING OUR SERVICES

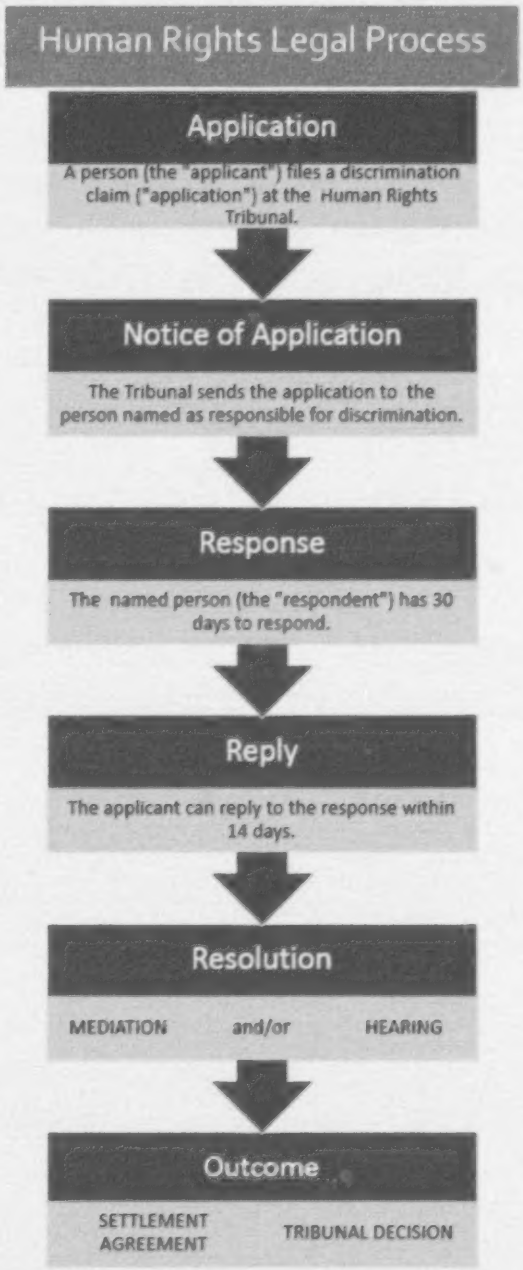
It starts with a phone call...

The Centre offers a toll-free telephone advice service, with TTY access, across Ontario. The Centre's staff provide assistance in over 12 languages; immediate interpretation is available in 140 languages.

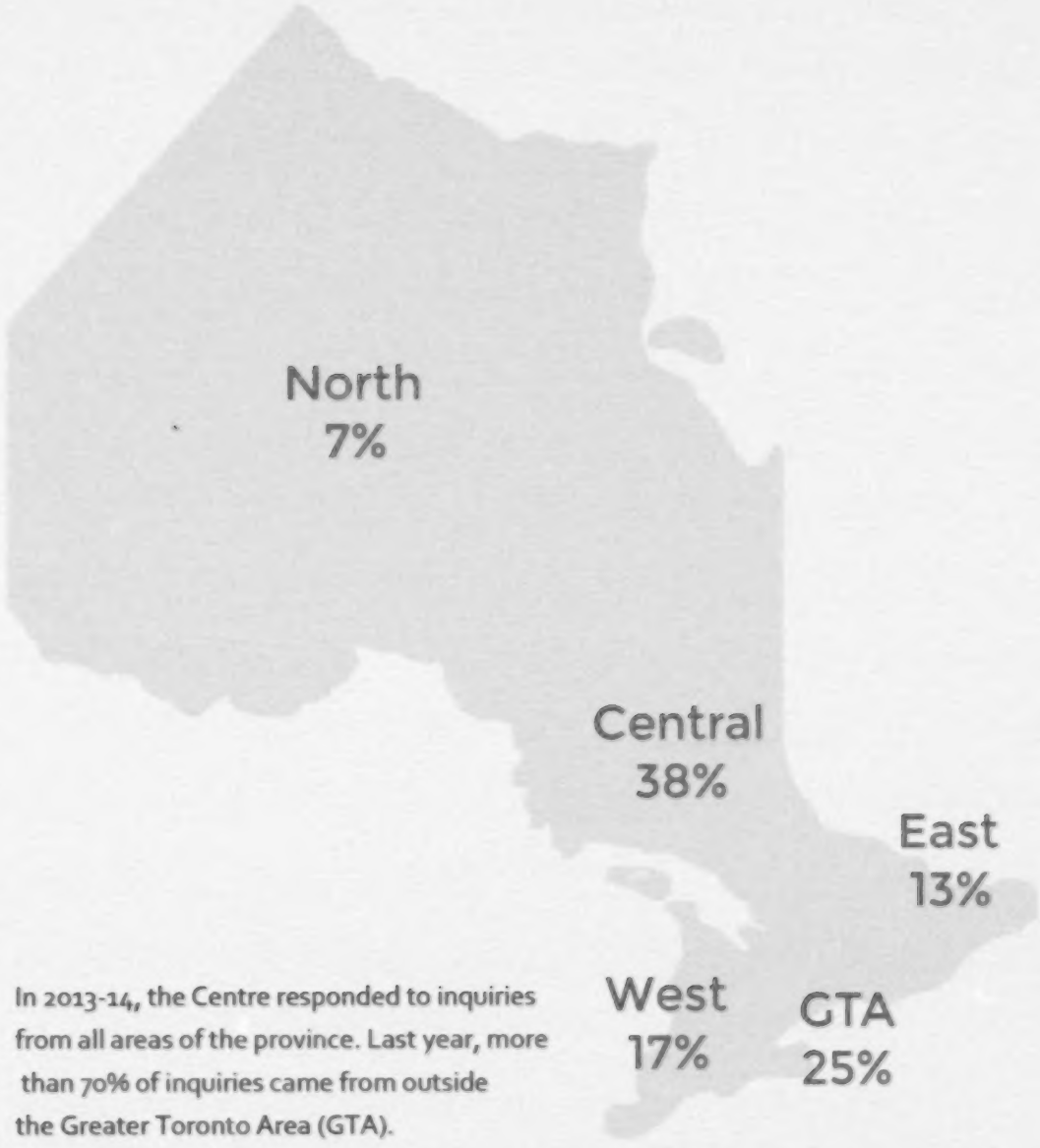
The Centre helps callers identify whether their human rights have been violated and decide if they should take legal steps. If they want to pursue a claim at the Human Rights Tribunal, we help them file a completed application.

The Centre provides a lawyer to advise and assist every person who contacts our helpline about an upcoming Tribunal mediation or hearing.

The Centre represented 154 individuals with Tribunal hearings in 2013/14, settling 90 applications before the hearing started and another 39 at the beginning of the hearing. To put these numbers in context, the Tribunal annually issues between 100 and 150 decisions after full hearings.


Human Rights Legal Process
Application
A person (the "applicant") files a discrimination claim ("application") at the Human Rights Tribunal.
Notice of Application
The Tribunal sends the application to the person named as responsible for discrimination.
Response
The named person (the "respondent") has 30 days to respond.
Reply
The applicant can reply to the response within 14 days.
Resolution
MEDIATION and/or HEARING
Outcome
SETTLEMENT AGREEMENT
TRIBUNAL DECISION

WORKING ACROSS ONTARIO



In 2013-14, the Centre responded to inquiries from all areas of the province. Last year, more than 70% of inquiries came from outside the Greater Toronto Area (GTA).

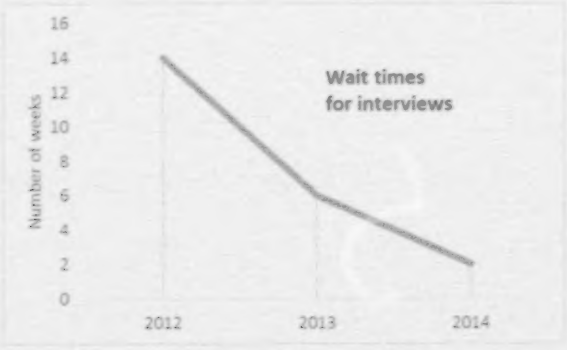
The Centre is headquartered in Toronto and has legal staff in Guelph, Windsor, Brampton, Hamilton, Ottawa, Sault Ste. Marie and Thunder Bay.

STATISTICS

Highlights of the year

Now in our sixth year of operation, the Centre has a base of statistical information that allows us to compare our work over a three year period.

These charts show that over the last three years we increased our services, providing legal assistance to more individuals who experienced discrimination, while reducing wait times. During the same period, we increased the number of cases in which we achieved a settlement for our client without going through a full formal hearing.



STATISTICS

Crunching the numbers

	2012-13	2013-14
Calls received	27,811	30,682
Calls answered	23,532	24,715
Answer rate	84.61%	80.55%

Call volume on our telephone helpline increased in 2013/14. We answered over 1,000 more calls this year than last, but our answer rate dipped due to volume. The chart below shows that more of our calls were about human rights violations; fewer calls fell outside our mandate. Many people have multiple inquiries.

	2012-13	2013-14
# of inquiries answered about discrimination	21,475	22,130

The Centre was able to provide in-depth legal services to more people in 2013/14.

	2012-13	2013-14
# of people who received in-depth legal services:		
• **Before filing an application**	1,756	1,987
• **Before/at mediation**	246	705
• **Before/at hearing**	210	277
# of people represented at mediation	222	488
# of people represented for hearing where settlement achieved in advance	60	90
# of people represented at hearing	58	59
# of settlements negotiated by HRLSC at all stages	342	533

FOCUS ON MEDIATION

In 2013/14, the Centre ran a pilot project to help more applicants at Human Rights Tribunal mediations. The Centre asked the Tribunal to prominently display the Centre's contact information on its Notice of Mediation. This change resulted in 49% more people contacting us before mediation and a two-fold increase in the # of applicants represented at mediation.

Human Rights Representatives

In 2013/14, the Centre created a new team of Human Rights Representatives (HRRs) to provide in-depth assistance to individuals who want to file a human rights application. The HRRs provided legal assistance to almost 2,000 individuals and in doing so, freed up our lawyers to provide more legal services to applicants facing a mediation at the Human Rights Tribunal.

Our HRRs don't just assist with filing applications. When it looks like a resolution is possible, they contact an employer or landlord, for example, to clarify the law and negotiate a solution.

The Centre's lawyers represented 70% of all applicants who contacted us before mediation and provided detailed legal assistance to the remaining 30%. Overall last year, we assisted almost three times more people attending Tribunal mediations.

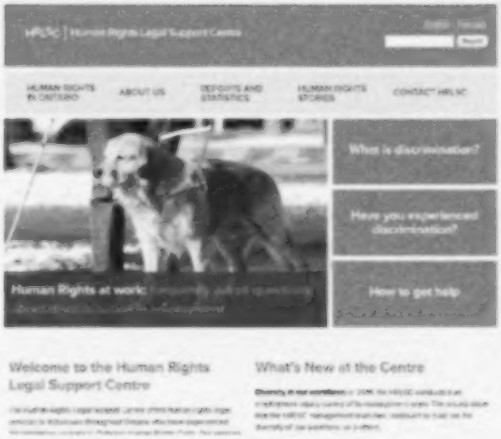
Looked at in the context of the approximately 1,500 Tribunal mediations held in 2013/14, the Centre provided legal services to the applicant in 45% of all mediations - representing the applicant at 31% of mediations and providing legal assistance in advance in another 14% of mediations. In the remaining 54% of Tribunal mediations last year, the applicant did not contact the Centre to request assistance.

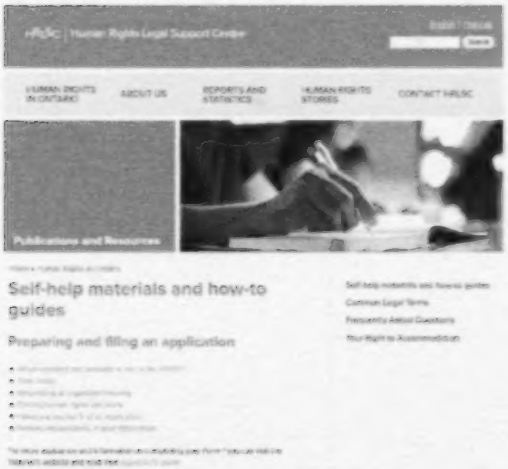
A NEW LOOK FOR OUR WEBSITE

In January 2014, we launched a new website, featuring a fresh, modern look and easier navigation.

The Centre worked with Access Design to create an attractive and fully accessible site.

The new site includes a feature that allows people to subscribe to e-mail updates. Our subscribers receive information about the Centre's legal cases, our community partnerships and how our staff work creatively to identify and resolve the various human rights issues that communities bring to our attention.


What is discrimination?
Have you experienced discrimination?
How to get help
Welcome to the Human Rights Legal Support Centre
What's New at the Centre



What you can find on our new website:

- Information about our services
- A guide to completing an application to the Human Rights Tribunal of Ontario
- Answers to common questions about discrimination
- Information to help you prepare for mediation or a hearing at the Tribunal
- Human rights stories from our case files

WORKING WITH THE COMMUNITY

Human Rights Day

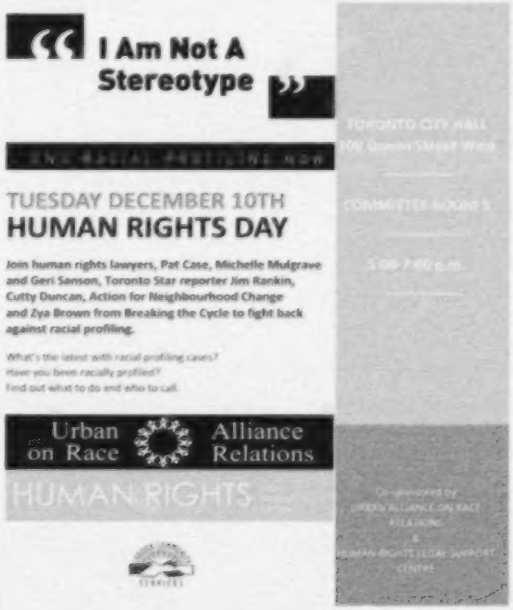
On December 10, 2013, (International Human Rights Day), the Centre co-sponsored a community meeting in Toronto with the Urban Alliance on Race Relations (UARR).

A diverse and motivated crowd tackled the issue of racial profiling by police services, sharing stories and strategies.

Racial profiling (not just in police services) has been a frequent factor in our clients' human rights applications. Discussion at the forum focused on the widespread nature of the problem.

The Centre has handled a number of cases in which African Canadian men with no criminal record were questioned by police or security services while engaging in day-to-day activities. Our lawyers litigate individual cases of racial profiling but also try to negotiate with police forces to improve training, practices and procedures with the goal of limiting these kinds of interactions in the future.

Following our forum, the Centre joined UARR, the Ontario Human Rights Commission and the Law Union of Ontario in outreach activities to help young people affected by possible racial profiling by police. Together we attended community forums to talk about how we can help people to use the human right process in a situation where race is a factor in a police stop.


I Am Not A Stereotype
TUESDAY DECEMBER 10TH
HUMAN RIGHTS DAY
Join human rights lawyers, Pat Case, Michelle Mulgrave and Geri Sanson, Toronto Star reporter Jim Rankin, Cutty Duncan, Action for Neighbourhood Change and Zya Brown from Breaking the Cycle to fight back against racial profiling.
Urban Alliance on Race Relations
HUMAN RIGHTS

HUMAN RIGHTS STORIES

Garrie v. Janus Joan

For 10 years Terrie Lynn Garrie worked for $1.25 an hour, side by side with workers paid the legal minimum wage. Ms. Garrie lives with an intellectual disability. The Centre represented Ms. Garrie at a hearing before the Human Rights Tribunal, arguing that her wages amounted to discrimination on the basis of disability.

In a landmark decision, the Tribunal agreed that the pay difference was " a profound comment about the value of her labour relative to that of the non-disabled people working alongside her."

Photo: QMI Agency

The Tribunal ordered the employer to pay Ms. Garrie:

- $161,730 as compensation for lost wages
- $25,000 for violation of her right to be free from discrimination

> The Tribunal ordered the employer to "cease and desist from paying workers with developmental disabilities less than Ontario's minimum wage, and from paying workers with developmental disabilities less than persons who do not have developmental disabilities for performing substantially similar work."

The Tribunal also recommended that the Ontario Human Rights Commission investigate this practice and make possible recommendations to the Ontario government on how to prevent it from occurring in the future.

Full decision: http://canlii.ca/t/ft818

Islam v. Big Inc.

Abdul Malik, Mohammed Islam and Arif Hossain were disciplined for speaking Bengali in the kitchen, asked to break religious tenets and, ultimately, lost their jobs at a Toronto restaurant, after asserting their right to be free from discrimination.

The three men practice the Muslim faith . The Centre represented them at a hearing before the Human Rights Tribunal.

After the hearing, the Tribunal issued a decision finding that the three employees were subjected to racist remarks and threats they would be replaced with white workers.

The Tribunal's decision found that all of the men "suffered discrimination during their employment in the workplace on the basis of creed, colour, ancestry, place of origin and ethnic origin."

The Tribunal ordered the restaurant owners to:

- Pay $71,000 in total to Mr. Malik, Mr. Islam and Mr. Hossain as financial compensation for their right to be free from discrimination, including the stress caused by the employer's failure to investigate their complaints of discrimination
- Pay $26,653 as compensation for lost wages
- Take human rights training
- Post a policy in the workplace setting out the restaurant's responsibilities under Ontario's *Human Rights Code*

Full decision: http://canlii.ca/t/g2bws

HUMAN RIGHTS STORIES

Smith v. Rover's Rest

Ms. Smith worked at a bar where the owner subjected her to lewd and demeaning remarks which escalated to physical touching . The owner eventually delivered letters to her home threatening physical violence.

The Centre represented Ms. Smith at the Human Rights Tribunal. The Tribunal upheld Ms. Smith's application, finding that the owner intended to "degrade her as a woman and punish her because she had rejected his romantic and sexual advances."

The Tribunal ordered the bar owner to:

- Pay $35,000 to Ms. Smith for the violation of her right to be free from discrimination
- Pay $4,868.86 to Ms. Smith as compensation for her lost wages
- Hire a consultant within 60 days with expertise in sexual harassment and gender discrimination to provide training on obligations under Ontario's *Human Rights Code*

Full decision: http://canlii.ca/t/fx7fk

Del Grande v. 2057161 Ontario Inc.

Mr. Del Grande received an invitation from an employment counselling agency offering to assist with his search for employment. Although he had doubts about the agency's capacity to help him because he is legally blind, he signed a contract and paid for the counselling service after the agency reassured him that its staff was "used to dealing with people with visual impairments".

The Centre represented Mr. Del Grande at his Human Rights Tribunal hearing. The Tribunal found that the employment agency was "aware of his need for accommodation with regard to the printed material," and did not provide the material in an accessible form, except on a "spotty basis".

The Tribunal ordered the agency to:

- Pay $5,000 to Mr. Del Grande as compensation for the violation of his right to be free from discrimination
- Reimburse Mr. Del Grande for $3,995 of the fee paid for the agency's services
- Hire a human rights expert to develop a human rights policy including provisions for the accommodation of customers with disabilities
- Require all present and future employees and managers to complete on-line human rights training
- Post the *Human Rights Code* in the waiting room at the agency's current location and at any future place of business

Full decision: http://canlii.ca/t/g1r93

Equal play

The parents of an eight year-old student in grade 4 approached the Centre for legal assistance. Their daughter has multiple disabilities including an inability to walk or speak. During a school trip, the supervising teacher had the student stay in her wheelchair all day even though she is capable of moving around on her own using her upper body strength.

The Centre represented the student at a mediation at the Human Rights Tribunal. In settling the application on behalf of the student and her family, the Centre negotiated financial compensation and an agreement requiring the school board to:

- Develop a new Individual Education Plan (IEP) for the student
- Schedule a transition meeting with her new teacher before the start of each school year
- Ensure an opportunity for the student to engage in physical activities during recess and lunch
- Ensure that accommodation on all future trips meets an appropriate standard
- Communicate with her parents in advance of any school outing

"Adequate special education, therefore, is not a dispensable luxury. For those with severe learning disabilities, it is the ramp that provides access to the statutory commitment to education made to *all* children."
The Supreme Court in Moore v BC

HUMAN RIGHTS STORIES

Transition in the workplace

The Centre represented a client who worked in the entertainment industry for a number of years. He began his transition from female to male and immediately started to experience difficulties at work. His human rights application alleged that his co-workers overreacted negatively to his transition.

The employer's response was generally to discipline the employee. He was told that he needed counselling on what constituted "acceptable" male behaviour.

Eventually our client went on stress leave because he felt singled out and ostracized in the workplace.

The Centre negotiated a settlement requiring the employer to:

- Pay financial compensation, including severance pay
- Provide human rights training to all employees, including training on issues of gender expression and gender identity

GENDER IDENTITY

People who are transgender, or gender non-conforming, come from all walks of life. Yet they are one of the most disadvantaged groups in society. Trans people routinely experience discrimination, harassment and even violence because their gender identity or gender expression is different from their birth-assigned sex.

- Ontario Human Rights Commission

See the Commission's website for their Policy on preventing discrimination because of gender identity and gender expression.

EVALUATING OUR SERVICES

The Centre has a number of ways to track client satisfaction, including our success in meeting the accommodation needs of people using our service. We get feedback from surveys sent directly to clients or completed on our website, as well as unsolicited feedback such as the comments below.

"I am still cancer free. It was never about the money with me I just wanted justice. Thank you for everything. I will never forget you. You are an amazing woman and human rights is so lucky to have you. "

"I want to thank you because I feel even more validated, understood and supported knowing that I have you beside me, working with me."

"I had the confidence to stand up for my rights."

"I'm a lucky person because I had you. I learned a lot and it was a great experience with a little bit of pain."

"I am very happy about this change and believe that your advocacy really helped me a lot and changed many lives at the school for the better."

"Thank you kindly for all your compassion, kindness, time, effort and amazing patience ... I am recovered now and got my strength back."

"Sometimes we call into these organizations, cold places, a stranger on the other end of the phone and on top of it there are emotional issues. To have someone like that at the other end of the line is just fantastic. Thank you."

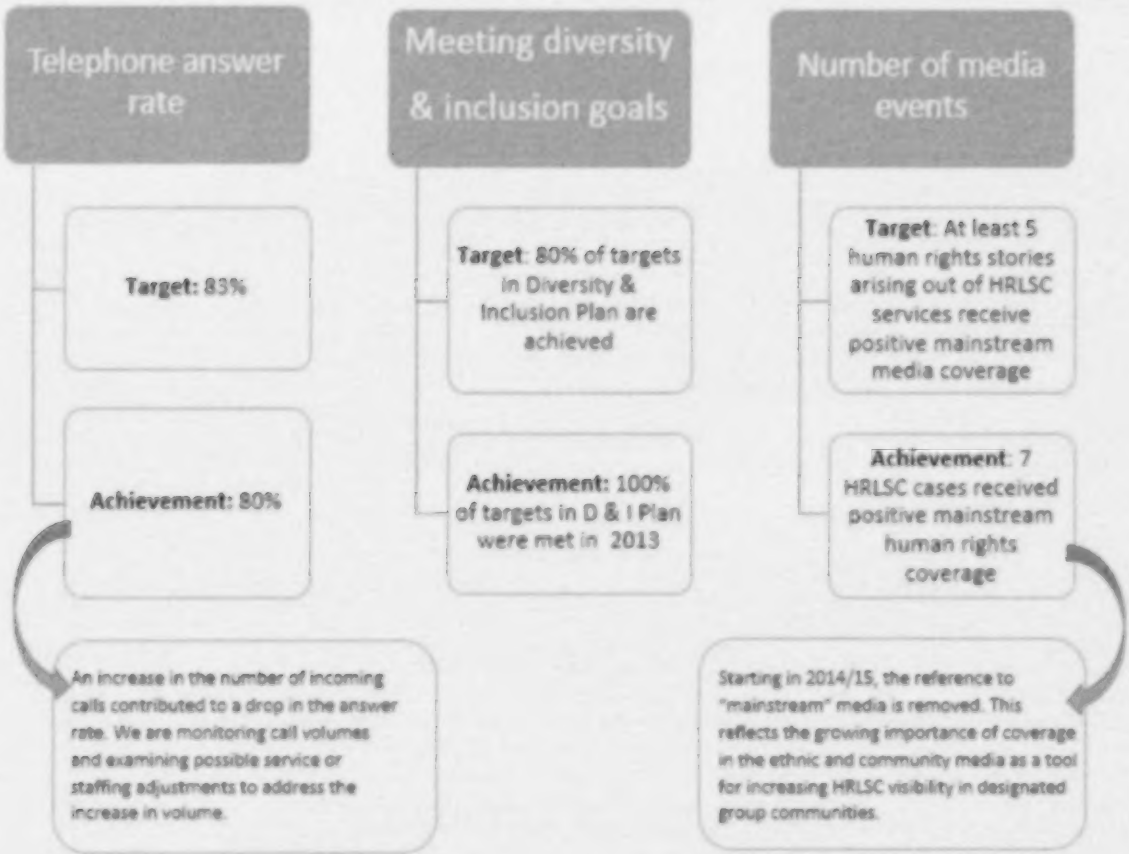
"Hopefully in the future he will treat his female employees differently. Thank you from the bottom of my heart."

PERFORMANCE MEASURES

Each year the Centre's Board of Directors sets goals for its services. Our goals for 2013/14, and our progress in achieving our goals, are described below and on the next page.

Client satisfaction
Target: 85% of clients report that they were satisfied or very satisfied with the HRLSC's services
Achievement: 92% of clients who responded to surveys rated the HRLSC's services as good or very good
Settlement rate at mediation
Target: 72% of cases that reach mediation are resolved at the mediation stage
Achievement: 70% of mediation cases settled
The Centre's lawyers doubled the number of cases that they settled at mediation – from 164 mediation settlements in 2012/13 to 341 in 2013/14. In addition, the Centre increased the number of cases settled before or at a hearing by 30%.
Number of inquiries answered
Target: 26,000 inquiries answered
Achievement: 25,391* inquiries answered
*This number includes 24,715 answered telephone inquiries as well as another 676 inquiries received in a variety of ways including direct referral, by email or letter and through in-person interviews in one of our regional offices or head office.

PERFORMANCE MEASURES


Telephone answer rate
Target: 83%
Achievement: 80%
An increase in the number of incoming calls contributed to a drop in the answer rate. We are monitoring call volumes and examining possible service or staffing adjustments to address the increase in volume.
Meeting diversity & inclusion goals
Target: 80% of targets in Diversity & Inclusion Plan are achieved
Achievement: 100% of targets in D & I Plan were met in 2013
Number of media events
Target: At least 5 human rights stories arising out of HRLSC services receive positive mainstream media coverage
Achievement: 7 HRLSC cases received positive mainstream human rights coverage
Starting in 2014/15, the reference to "mainstream" media is removed. This reflects the growing importance of coverage in the ethnic and community media as a tool for increasing HRLSC visibility in designated group communities.

OUR STAFF

Our staff is comprised of 22 lawyers; 9 legal advisors on our telephone helpline ; 7 paralegal staff who assist with Tribunal applications and enforcement of decisions; as well as management and administrative staff. Legal services staff work in mixed teams which include all occupational groups.

The Centre values diversity in its workforce. A staff survey showed that the Centre has a workforce that generally exceeds the diversity of the Ontario and Toronto population in all occupational groups. See http://www.hrlsc.on.ca/en/accessibility-and-equity/employment-equity.

BOARD OF DIRECTORS

Patrick Case was appointed as Chair of the Human Rights Legal Support Centre in October, 2010. He currently teaches in the department of Political Science at the University of Guelph. He teaches human rights and Charter related courses and is an Adjunct Professor at Osgoode Hall Law School. Mr. Case is also a member of the board of Facing History and Ourselves, an organization that helps educators worldwide link the past to moral choices today.

Appointed October 20, 2010 to October 19, 2015.

Patrick Nadjiwan is a member of the Chippewas of Nawash First Nation. Mr. Nadjiwan has practiced Aboriginal Law for the past twenty years, providing general legal counsel to clientele of First Nations Governments, Tribal Councils, Aboriginal organizations, and Aboriginal individuals. Mr. Nadjiwan operates his own legal firm, Nadjiwan Law Office, and has diverse experience in areas such as litigation, First Nation governance, corporate governance, administrative law, employment law, and constitutional law.

Appointed September 17, 2009 to November 25, 2014.

Gina Papageorgiou is counsel to the Class Proceedings Committee and the Law Foundation of Ontario. Ms. Papageorgiou is also a Deputy Judge of the Small Claims Court. She was called to the Bar of Ontario in 1991 and previously practiced civil litigation with McCarthy Tetrault ,where she was a Partner until 2004. Ms. Papageorgiou was also previously the President of the Barbra Schlifer Commemorative Clinic.

Appointed April 9, 2008 to May 7, 2016.

BOARD OF DIRECTORS

Nancy Gignac has served as an elementary school teacher, vice-principal, and principal with the Greater Essex County District School Board. She also served as Supervising Principal of Special Education, primarily responsible for special education programs and services in both elementary and secondary schools. Ms. Gignac has been a Program Developer and Sessional Instructor with the Faculty of Education at the University of Windsor and Queens University, and is currently working as a self-employed education consultant. She has served on the Board of Directors for the Windsor-Essex Children's Aid Society and the Maryvale Adolescent and Family Services as both board member and President, as well as the John McGivney Children's Centre.

Appointed September 17, 2009 to November 25, 2014.

Mary Gusella has served as the Chief Commissioner of the Canadian Human Rights Commission, Canadian Chair of the International Joint Commission of Canada and the United States, a member of the Public Service Commission, President of the Atlantic Canada Opportunities Agency, and Chair and President of Enterprise Cape Breton Corporation. In addition, she was a board member and President of the Institute of Public Administration of Canada and a member of the Canadian Human Rights Museum Advisory Committee. Ms. Gusella holds a membership with the Law Society of Upper Canada and the International Commission of Jurists - Canadian Section. She has a Certificate from the Canadian Securities Institute and holds undergraduate degrees from the Universities of Toronto and Ottawa.

Appointed September 17, 2009 to November 25, 2014.

APPENDIX 1
FINANCIAL STATEMENTS

HUMAN RIGHTS LEGAL SUPPORT CENTRE

FINANCIAL STATEMENTS

MARCH 31, 2014

HILBORN LLP

HILBORN LLP

Independent Auditor's Report

To the Director of
Human Rights Legal Support Centre

We have audited the accompanying financial statements of Human Rights Legal Support Centre, which comprise the statement of financial position as at March 31, 2014, and the statements of operations, net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements
Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility
Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Centre's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Centre's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion
In our opinion, the financial statements present fairly, in all material respects, the financial position of Human Rights Legal Support Centre as at March 31, 2014, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Hilborn LLP

Toronto, Ontario
July 16, 2014

Chartered Professional Accountants
Licensed Public Accountants

HUMAN RIGHTS LEGAL SUPPORT CENTRE

Statement of Financial Position

March 31	2014 $	2013 $
ASSETS		
Current assets		
Cash	**302,688**	504,292
HST recoverable	**68,979**	54,756
Prepaid expenses	**138,864**	81,857
	510,531	640,905
Long-term assets		
Property and equipment (note 3)	**35,068**	73,811
Intangible assets (note 4)	**247,914**	364,981
	282,982	438,792
	793,513	1,079,697
LIABILITIES		
Current liabilities		
Accounts payable and accrued liabilities	**364,245**	368,899
NET ASSETS (note 6)	**429,268**	710,798
	793,513	1,079,697

HUMAN RIGHTS LEGAL SUPPORT CENTRE

Statements of Operations

Year ended March 31	2014 $	2013 $
Revenues		
Ministry of the Attorney General	5,756,200	5,476,200
Other income	10,845	12,916
	5,767,045	5,489,116
Expenditures		
Salaries and wages	4,190,764	3,732,719
Employee benefits	795,475	708,766
Services	506,555	494,424
Amortization	169,271	234,068
Communications	131,302	117,227
Supplies and equipment	89,110	105,761
Province wide service delivery	77,867	56,287
Travel	58,378	28,406
Board expenses	29,853	31,982
	6,048,575	5,509,640
Excess of expenditures over revenues for year	(281,530)	(20,524)

Statements of Net Assets

Year ended March 31	2014 $	2013 $
Net assets, beginning of year	710,798	731,322
Excess of expenditures over revenues for year	(281,530)	(20,524)
Net assets, end of year	429,268	710,798

HUMAN RIGHTS LEGAL SUPPORT CENTRE

Statement of Cash Flows

Year ended March 31	2014 $	2013 $
Cash flows from operating activities		
Excess of expenditures over revenues for year	(281,530)	(20,524)
Adjustments to determine net cash provided by (used in) operating activities		
Amortization	169,271	234,068
	(112,259)	213,544
Change in non-cash working capital items		
Decrease (increase) in HST recoverable	(14,223)	27,633
Decrease (increase) in prepaid expenses	(57,007)	46,551
Decrease in accounts payable and accrued liabilities	(4,655)	(95,402)
	(188,144)	192,326
Cash flows from investing activities		
Purchase of property and equipment	-	(36,597)
Purchase of intangible assets	(13,460)	(30,765)
	(13,460)	(67,362)
Net change in cash during the year	(201,604)	124,964
Cash, beginning of year	504,292	379,328
Cash, end of year	302,688	504,292

Notes to Financial Statements

March 31, 2014

Nature of operations

Human Rights Legal Support Centre ("the Centre") was established December 20, 2006, as a corporation without share capital as a result of Royal Assent being granted to Section 45.11 of the Human Rights Code Amendment Act, 2006. The legislation took effect on June 30, 2008 and the Centre opened on that day.

The Centre is not a Crown agency, but is designated as an operational service agency and reports to the Ministry of the Attorney General ("MAG"). The Centre is independent from, but accountable to the Government of Ontario. Pursuant to a Memorandum of Understanding ("MOU") between the Centre and the Attorney General for the Province of Ontario the objectives of the Centre are:

(a) to establish and administer a cost-effective and efficient system for providing support services, including legal services, respecting applications to the Ontario Human Rights Tribunal under Part IV of the code; and

(b) to establish policies and priorities for the provision of support services based on financial resources.

The Centre is a not-for-profit organization, as described in Section 149(1)(l) of the Income Tax Act, and therefore is not subject to either federal or provincial income taxes.

1. **Significant accounting policies**

These financial statements have been prepared in accordance with Canadian accounting standards for not-for-profit organizations ("ASNFPO") and include the following significant accounting policies:

(a) **Revenue recognition**

The Centre receives revenue from the MAG. The amounts are recorded as revenue when received or receivable. All of the funds received are restricted as to use for purposes set out in the MOU.

(b) **Financial instruments**

(i) **Measurement of financial instruments**

The Centre initially measures its financial assets and financial liabilities at fair value adjusted by transaction costs in the case where a financial asset or financial liability is subsequently measured at amortized cost.

The Centre subsequently measures all its financial assets and financial liabilities at amortized cost.

Financial assets measured at amortized cost include cash.

Financial liabilities measured at amortized cost include accounts payable and accrued liabilities.

March 31, 2014

1. **Significant accounting policies (continued)**

(ii) **Impairment**

At the end of each reporting period, the Centre assesses whether there are any indications that a financial asset measured at amortized cost may be impaired. Objective evidence of impairment includes observable data that comes to the attention of the Centre. In the opinion of management there is no evidence of impairment of financial assets.

(c) **Property and equipment**

The costs of capital assets are capitalized upon meeting the criteria for recognition as a capital asset; otherwise, costs are expensed as incurred. The cost of a capital asset comprises its purchase price and any directly attributable cost of preparing the asset for its intended use.

Capital assets are measured at cost less accumulated amortization and accumulated impairment losses.

Amortization is provided for on a straight-line basis at rates designed to amortize the cost of the capital assets over their estimated useful lives. The annual amortization rates are as follows:

Furniture and fixtures	5 years
Computer equipment	3 years

A capital asset is tested for impairment whenever events or changes in circumstances indicate that its carrying amount may not be recoverable. An impairment loss is recognized in the statements of operations when the carrying amount of the asset exceeds the sum of the undiscounted cash flows resulting from its use and eventual disposition. The impairment loss is measured as the amount by which the carrying amount of the capital asset exceeds its fair value.

An impairment loss is not reversed if the fair value of the capital asset subsequently increases.

March 31, 2014

1. **Significant accounting policies (continued)**

(d) **Intangible assets**

The costs of intangible assets are capitalized upon meeting the criteria for recognition as an intangible asset, otherwise, costs are expensed as incurred. The cost of a separately acquired intangible asset comprises its purchase price and any directly attributable cost of preparing the asset for its intended use.

Intangible assets are measured at cost less accumulated amortization and accumulated impairment losses.

Amortization of application software is provided for on a straight-line basis at rates designed to amortize the cost of the intangible assets over their estimated useful lives. The annual amortization rates are as follows:

Computer software	3 years
Client tracking tool	5 years

An intangible asset is tested for impairment whenever events or changes in circumstances indicate that its carrying amount may not be recoverable. If any potential impairment is identified, then the amount of the impairment is quantified by comparing the carrying value of the intangible asset to its fair value. Any impairment of the intangible asset is charged to income in the period in which the impairment is determined.

An impairment loss is not reversed if the fair value of the intangible asset subsequently increases.

(e) **Management estimates**

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make judgments, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the current period. Actual results may differ from these estimates, the impact of which would be recorded in future periods.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized in the year in which the estimates are revised and in any future years affected.

March 31, 2014

2. **Financial instruments risks**

The Centre is exposed to financial risks in its financial instruments as described below.

The financial instruments of the Centre and the nature of the risks to which it may be subject are as follows:

	Risks				
			Market risk		
Financial instrument	Credit	Liquidity	Currency	Interest rate	Other price
Cash	X			X	
Accounts payable and accrued liabilities		X			

(a) **Credit risk**

Credit risk is the risk that one party to a transaction will fail to discharge an obligation and cause the other party to incur a financial loss. Cash is held in a major Canadian chartered bank. It is management's opinion that the Centre is not exposed to significant credit risk arising from its financial instruments.

(b) **Liquidity risk**

Liquidity risk is the risk that the Centre cannot repay its obligations when they become due to its creditors. The Centre meets its liquidity requirements by preparing and monitoring detailed forecasts of cash flows from operations, anticipating investing and financing activities and holding assets that can readily be converted into cash. In the opinion of management the Centre is not exposed to significant liquidity risk arising from its financial instruments.

(c) **Market risk**

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk is comprised of currency risk, interest rate risk and other price risk. In the opinion of management the Centre is not exposed to significant market risk.

(d) **Currency risk**

Currency risk refers to the risk that the fair value of financial instruments or future cash flows associated with the instruments will fluctuate relative to the Canadian dollar due to changes in foreign exchange rates. At this time the Centre has minimal transactions involving foreign currency, therefore in the opinion of management the Centre is not exposed to currency risk.

(e) **Interest rate risk**

Interest rate risk refers to the risk that the fair value of financial instruments or future cash flows associated with the instruments will fluctuate due to changes in market interest rates.

In the opinion of management the interest risk exposure to the Centre is not significant.

March 31, 2014

2. **Financial instruments risks (continued)**

(f) **Price risk**

Other price risk refers to the risk that the fair value of financial instruments or future cash flows associated with the instruments will fluctuate because of changes in market prices (other than those arising from currency risk or interest rate risk), whether those changes are caused by factors specific to the individual instrument or its issuer or factors affecting all similar instruments traded in the market. The Centre is not exposed to other price risk.

(g) **Concentration risk**

Concentration of risk may arise from the concentration of counterparties belonging to specific industry sectors, categories of credit quality or geographical distribution or the existence of a limited number of individual counterparties which could result in a higher risk to the business in the event of the occurrence of an economic event which impacts the counterparties in a similar manner. In management's opinion, there is no significant concentration of risk in its financial instruments.

(h) **Changes in risk**

There have been no changes in the Centre's risk exposures from the prior year.

3. **Property and equipment**

	2014		
	Cost $	Accumulated Amortization $	Net $
Furniture and fixtures	4,150	3,320	830
Computer equipment	295,471	261,233	34,238
	299,621	264,553	35,068

	2013		
	Cost $	Accumulated Amortization $	Net $
Furniture and fixtures	4,150	2,490	1,660
Computer equipment	295,471	223,320	72,151
	299,621	225,810	73,811

March 31, 2014

4. Intangible assets

	2014		
	Cost $	Accumulated Amortization $	Net $
Computer software	133,347	118,486	14,861
Client tracking tool	574,012	340,959	233,053
	707,359	459,445	247,914

	2013		
	Cost $	Accumulated Amortization $	Net $
Computer software	118,689	99,205	19,484
Client tracking tool	575,208	229,711	345,497
	693,897	328,916	364,981

5. Pension plan

The Centre through the sponsorship of MAG is a participating employer to a defined benefit plan administered by the Ontario Pension Board ("OPB") for employees of the province of Ontario. Based on contribution rates as set by the OPB, the Centre matches employee contributions to the plan at the rate of 6.4% of earnings up to the CPP yearly pension maximum entitlement ("YPME") and 9.5% for earnings above the YPME. The plan is being accounted for as a defined contribution plan as there is not sufficient information to follow the reporting requirements of a defined benefit plan. The Centre contributed $269,271 (2012 - $255,757) to the plan which is recorded in employee benefits in the statement of operations.

6. Grant revenue allocation

The Centre has expended grant funds received as follows:

	2014 $	2013 $
Revenue - Ministry of Attorney General	5,756,200	5,476,200
Other income	10,845	12,916
Operating expenses	(6,048,575)	(5,509,640)
Amortization included in operating expenses	169,271	234,068
Purchase of property and equipment	(13,460)	(67,362)
	(125,719)	146,182

Reconciliation of net assets

	Capital $	Operating $	Total $
Net assets, beginning of year	438,792	272,006	710,798
Excess of expenditures over revenues for year	(169,271)	(112,259)	(281,530)
Funds transferred to capital fund	13,460	(13,460)	-
Net assets, end of year	282,981	146,287	429,268

During the year, the Organization received one time funding from the MAG in the amount of $420,000. Of this balance $120,000 was unspent as of March 31, 2014 and will be carried forward and spent as follows: $100,000 will be used for the mediation pilot project and $20,000 will be used for legal services.

7. Commitments

The Centre has entered into commitments to lease various office equipment. Annual equipment lease payment as follows:

	$
2015	5,591
2016	1,526
2017	1,017
	8,134

8. Economic dependence

The Centre derives all its revenues from the Ministry of the Attorney General.

9. **Comparative figures**

The financial statements have been reclassified, where applicable, to conform to the presentation used in the current year. The changes do not affect prior year net assets.

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APPENDIX 2
DECISIONS

Human Rights Tribunal of Ontario (HRTO) Decisions on Human Rights Legal Support Centre Cases

April 1, 2013 to March 31, 2014

A. Final Decisions
B. Reconsideration Decisions
C. Interim Decisions

A. FINAL DECISIONS:

	Decision Date	Ground(s)	Social Area	Result/Remedy
Austen v. Senior Tours Canada Inc., 2013 HRTO 1417	August 16, 2013	Disability	Goods, services and facilities	Application granted. General damages: $5,000
Box v. Middlesex Condominium Corporation No. 474, 2013 HRTO 2057	December 12, 2013	Disability	Housing	On joint request of the parties, the Tribunal makes a Final Order consistent with the terms agreed to by the parties.
C.U. v. Blencowe, 2013 HRTO 1667	October 3, 2013	Sex (sexual harassment, sexual solicitation or advances) and reprisal or threat of reprisal	Employment	Application allowed. General damages: $30,000
Garrell v. Spicer's Bakery of Aylmer Ltd., 2013 HRTO 734	May 2, 2013	Race, colour, marital status and family status	Employment	Application dismissed. The applicant did not prove that her husband's race or colour, her association with him, her marital status or her

				family status were factors in the respondent's decision to terminate her employment.
Garrie v. Janus Joan Inc., 2014 HRTO 272	February 28, 2014	Disability	Employment	Application granted. Special damages: $142,124 (lost income during applicant's employment) and $19,613.87 (lost income post-termination of employment) General damages: $25,000 Respondent to pay workers with developmental disabilities not less than Ontario's minimum wage and cease from paying them less than persons who do not have developmental disabilities for performing substantially similar work. Respondent to retain an expert in disability-related discrimination to provide training to staff on how to integrate persons with developmental disabilities into the workplace in compliance with the *Code*.
Halliday v. Van Toen Innovations Incorporated, 2013 HRTO 583	April 9, 2013	Disability	Employment	Application allowed. General damages: $25,000 Special damages: $4,524

				Respondents to complete "Human Rights 101" on-line training. Corporate respondent required to provide a copy of the *Human Rights Code* Card to all its sales agents.
Hashi v. Toronto Transit Commission, 2013 HRTO 1889	November 13, 2013	Sex, age and race	Services	Respondent's request that application be dismissed as having no reasonable prospect of success – granted.
Islam v. Big Inc., 2013 HRTO 2009	December 4, 2013	Race, colour, ancestry, place of origin and creed	Employment	Application allowed. Abdul Malik • Special damages (loss of income): $18,632 • General damages: $37,000 Arif Hossain • Special damages (loss of income): $7,920 • General damages: $22,000 Mohammed Islam • Special damages (loss of income): $1,040 • General damages: $12,000 Within 30 days, the respondents shall post *Human Rights Code* cards at the entranceway to its premises and in the kitchen.

				Within 60 days, the respondents shall complete the Human Rights 101 on-line training. Within 90 days, the corporate respondent shall create and post within the workplace a workplace policy setting out its responsibilities as an employer under the *Human Rights Code*.
Lamoureux v. Grumblers Inc., 2013 HRTO 1951	November 26, 2013	Association (with a person with a disability)	Services	Application dismissed. The respondent's decision to eject the applicant from the restaurant was not tainted by discrimination.
Rollick v. 1526597 Ontario Inc., 2014 HRTO 337	March 12, 2014	Disability	Employment	Application allowed. General damages: $15,000 Special damages (loss of income): $27,378.15
Smith v. Toronto Police Services Board, 2013 HRTO 2103	December 19, 2013	Harassment and intimidation because of race, colour, ethnic origin and place of origin	Services	Application dismissed. The applicant did not prove that the actions of the police were because of *Code* ground.
Thompson v. 1552754 Ontario Inc., 2013 HRTO 716	May 3, 2013	Disability	Employment	Application allowed against one personal respondent and corporate respondent. General damages: $12,500

				Special damages (loss of income): $4,370
Widdis v. Desjardins Group/ Desjardins General Insurance, 2013 HRTO 1367	August 9, 2013	Creed	Employment	Application allowed. General damages: $4,000

B. RECONSIDERATION DECISIONS:

	Decision Date	Ground(s)	Social Area	Nature of Request/Result
Forrest v. The Looks Beauty Salon & Beauty Supplies, 2013 HRTO 1990	December 2, 2013	Disability	Services	Applicant's request for reconsideration dismissed.
Hashi v. Toronto Transit Commission, 2014 HRTO 375	March 17, 2014	Sex, age and race	Services	Applicant's request for reconsideration dismissed.
Manning v. Toronto Police Services Board, 2013 HRTO 2053	December 11, 2013	Race, colour, ancestry and ethnic origin	Services	Applicant's request for reconsideration granted.
Norrena v. Primary Response Inc., 2014 HRTO 39	January 10, 2014	Age and disability	Employment	Respondent's request for reconsideration dismissed.
Smith v. The Rover's Rest., 2012 HRTO 986	June 3, 2013	Sex (sexual harassment)	Employment	Applicant's request for reconsideration dismissed.

C. INTERIM DECISIONS:

	Decision Date	Ground(s)	Social Area	Nature of Request/Result
A.D. v. 2169287 Ontario Inc., 2014 HRTO 297	March 7, 2014	Sex (sexual assault)	Employment	Applicant's request to amend and anonymize – granted. Direction issued by the Tribunal to the respondents with respect to pre-hearing disclosure of documents and witnesses.
Ahmed v. T-Zone Health Inc., 2013 HRTO 1892	November 14, 2013	Race, disability, sex, family status, age and reprisal	Employment	Applicant's request for adjournment and an extension of the deadline for productions – granted. Respondent's request for summary hearing – denied.
Ahmed v. T-Zone Health Inc., 2014 HRTO 43	January 2, 2014	Race, disability, sex, family status, age and reprisal	Employment	Applicant's request for: (i) an order amending the application to include public interest remedies – denied; (ii) an order for disclosure of various documents – denied; (iii) an order preventing the respondent from relying on certain documents at the hearing – denied.
Allinson v. Delta Investigative Services, 2013 HRTO 1579	September 19, 2013	Sex (sexual harassment and solicitation)	Employment	Respondent's request for early disclosure – denied, with order to submit a response.

August v. Ontario (Health and Long-Term Care), 2013 HRTO 1724	October 11, 2013	Sex	Services	Applicant's request that their application be deferred pending a determination of a similar application – granted.
Baker v. Twiggs Coffee Roasters, 2013 HRTO 2010	December 4, 2013	Sex (pregnancy)	Employment	Applicant's request that the respondent pay the witness conduct money for the witness' attendance – denied, but applicant permitted to call witness via teleconference call.
Beg v. Ramada Worldwide Inc., 2013 HRTO 1967	November 28, 2013	Sex (sexual harassment or solicitation)	Employment	Applicant's late request for reactivation – granted. 60 day limit waived because delay in filing was incurred in good faith.
Brackenbury v. Potter, 2013 HRTO 1473	August 29, 2013	Disability (harassment)	Employment	Applicant's request for the removal of corporate respondent – granted. Tribunal directs that a summary hearing be held to determine whether the application should be dismissed against individual respondent.
Bigelow v Toronto District School Board, 2013 HRTO 1731	October 11, 2013	Disability	Employment	Applicant's requests to add a personal respondent – dismissed.
C.B. v. Ontario (Transportation), 2013 HRTO 1388	August 13, 2013	Disability	Goods, services and facilities	Tribunal finds it has jurisdiction to deal with this application with respect to allegations made prior to

				January 1, 2011, but not those relating to the period after that date (because of regulatory changes). Applicant's request to anonymize – granted with respect to this Interim Decision.
CAW-Canada v. Presteve Foods Ltd., 2013 HRTO 1441	August 22, 2013	Sex (sexual harassment)	Employment	Respondent's request for production of documents related to expert witness – granted.
Crawford v. Wilde Country Roses Restaurant, 2013 HRTO 1428	August 21, 2013	Disability	Services	Applicant's request for consolidation of applications – granted.
Drover v. Jellybean Imaging Inc., 2013 HRTO 1343	August 1, 2013	Sex (pregnancy) and family status	Employment	Applicant's request to add respondents – granted.
Ferguson v. Toronto Police Services Board, 2014 HRTO 369	March 14, 2014	Race, colour, ancestry, place of origin and ethnic origin	Services	Respondent's request: (i) for deferral of application pending outcome of an application for judicial review - dismissed; (ii) for dismissal of some allegations in the application on the basis of delay - deferred; and (iii) bifurcation of any hearing in this matter so that public interest remedies are only considered, if appropriate, following a finding of liability –granted.

Forrest v. The Looks Beauty Salon & Supplies, 2013 HRTO 1504	September 6, 2013	Disability	Goods, services and facilities	Applicant's request to amend her application to increase the amount of general damages – granted.
Gaji v. Chief of Police of the Toronto Police Services, 2013 HRTO 1600	September 24, 2013	Race	Services	Respondent's request to dismiss allegations on grounds of delay and because they did not happen – denied.
Gallivan v. Solid General Contractors Inc., 2013 HRTO 2039	December 9, 2013	Disability	Employment	Respondent's request to remove the individual respondent – granted.
Hansman v. Crofters Food Ltd., 2013 HRTO 1446	August 23, 2013	Family status	Employment	Respondent's request to dismiss on the basis that another proceeding has appropriately dealt with the substance of the application – denied.
Huang v. High Life Heating, Air Conditioning & Securities Inc., 2013 HRTO 1802	October 25, 2013	Sex (pregnancy)	Employment	Applicant's request for an order requiring the respondents to file and deliver a detailed witness statement – denied.
Ibrahim v. Hilton, 2013 HRTO 2028	December 6, 2013	Family status, marital status, and reprisal	Employment	Applicant's request to amend application – granted with directions. Respondent's request that the applicant be declared a vexatious litigant - denied.

Ibrahim v. Hilton, 2014 HRTO 154	February 3, 2014	Family status, marital status, and reprisal	Employment	Respondent's request to strike certain allegations from amended application on the basis that they do not comply with the directions in 2013 HRTO 2028 – granted in part.
Junkin v. Liza Home/Communities, 2014 HRTO 108	January 24, 2014	Disability	Employment	Applicant's request to add respondent – granted. Respondent's request to dismiss on the basis that: i) allegation the termination of the applicant's employment was discriminatory based on a previously signed release – granted ii) allegation that the applicant's disability was a factor in the respondent's decision not to offer employment – dismissed.
Junkin v. Liza Home/ Communities, 2014 HRTO 424	March 26, 2014	Disability	Employment	Applicant's request to add personal respondent – granted.
S.K. v. Northern Initiative for Social Action, 2014 HRTO 136	January 30, 2014	Disability	Employment	Applicant's request for anonymization – denied.
Lesperance v. Caressant Care Nursing and Retirement Homes Limited, 2013 HRTO 2043	December 10, 2013	Disability	Employment	On joint request of the parties, the Tribunal makes a Final Order

				consistent with the minutes of settlement.
Lesperance v. Caressant Care Nursing and Retirement Homes Limited, 2014 HRTO 104	January 23, 2014	Disability	Employment	On consent of the parties, the Tribunal sets out schedule for production of documents and witness statements for the hearing on remedy.
Manning v. Toronto Police Services Board, 2013 HRTO 1791	October 24, 2013	Race, colour, ancestry and ethnic origin	Services	Applicant's request for reconsideration – additional submissions required on the issue of delay in filing the request.
Matthew v. Middlesex Standard Condominium Corporation Number 733, 2013 HRTO 1746	October 16, 2013	Disability	Goods, services and facilities	Applicant's request to amend application to include remedies – granted.
Maxwell v. Cooper-Standard Automotive Canada Limited, 2013 HRTO 1482	August 30, 2013	Disability	Employment	Respondent's request to dismiss on the basis that the matter has been fully dealt with by the Workplace Safety & Insurance Board – denied.
Miraka v. A.C.D. Wholesale Meats Ltd., 2014 HRTO 363	March 14, 2014	Disability	Employment	Applicant's request to amend application to include family status as a ground of discrimination and to amend the remedy sought – granted.
Mongeon v. D A McLeod Company Ltd., 2014 HRTO 341	March 12, 2014	Disability	Employment	Respondent's request to remove an individual respondent – dismissed.

Pierre v. The Canadian Red Cross, 2013 HRTO 1199	July 10, 2013	Ancestry, colour, ethnic origin, family status, place of origin, race and reprisal	Contracts	Respondent's request for summary hearing – dismissed.
Racine v. PDS Services Inc., 2013 HRTO 2124	December 30, 2013	Disability and family status	Employment	Applicant's request to add respondent – granted.
Radakovic v. Corma Inc., 2014 HRTO 196	February 13, 2014	Disability	Employment	Respondent's request for deferral pending outcome of proceeding at WSIAT – denied.
Rudy v. GEM Health Care Group, 2014 HRTO 34	January 9, 2014	Disability and marital status	Employment	Respondent's request for production of documents pertaining to remedy – granted; request for production from third party – denied. Applicant's request to amend application to include general damages – granted.
Russell v. Forever Living Products Canada, Inc., 2013 HRTO 434	March 27, 2014	Race, ethnic origin and age	Employment	Applicant's request to amend application to include ground of disability – granted. Respondent's request for summary hearing – dismissed.
Russell-Petigrow v. The Georgian Bay Club, 2013 HRTO 1680	October 7, 2013	Disability	Employment	Applicant requests to amend the remedies sought – granted.

Sampogna v. Empire AR Management Inc., 2013 HRTO 2013	December 5, 2013	Marital status	Employment	Applicant's request to amend remedy sought and to add ground of family status – granted; request to amend to add individual respondent – denied.
Schutt v. North Shore Industrial Wheel, 2013 HRTO 2091	December 17, 2013	Disability	Employment	Respondent's request to dismiss as having been appropriately dealt with under the *Employment Standards Act* – denied.
Smith v. Toronto Police Service Board, 2014 HRTO 366	March 14, 2014	Race and colour	Services	Respondent's request to defer consideration of its request for dismissal pending outcome of a judicial review in another matter – denied; request to dismiss application on basis that it was appropriately dealt with under the *Police Services Act* – denied.
Taylor v. Hamilton (City), 2013 HRTO 1591	September 20, 2013	Disability	Employment	Respondent's request to dismiss the application in part on the basis that a grievance proceeding has appropriately dealt with that part of the application – granted.
Towsley v. Pursuit Health Management Inc, 2014 HRTO 52	January 14, 2014	Family status	Employment	Applicant's request to add personal respondents – denied.
Zhou v. 1472359 Ontario Limited, 2014 HRTO 281	March 4, 2014	Sex (pregnancy)	Employment	Respondent's request to reschedule hearing – granted.

Walton v. Greenestone Clinic Muskoka Inc., 2012 HRTO 1495	September 5, 2013	Disability	Employment	Applicant's request to add individual respondent - denied.
Walton v. Greenestone Clinic Muskoka Inc., 2014 HRTO 17	January 7, 2014	Disability	Employment	Respondents request an adjournment of hearing and change of location – denied.
Whittaker v. Montrade Developments Ltd., 2013 HRTO 1310	July 26, 2013	Disability, marital status and association	Employment and housing	Respondent's request to remove individual respondents – granted in part. Applicants' request to consolidate – granted.
Whittaker v. Montrade Developments Ltd., 2014 HRTO 150	January 31, 2014	Disability, marital status	Employment and housing	Respondents request the application be dismissed – denied.
Wozniczka v. The Polish Mutual Benefit Society, 2013 HRTO 1206	July 10, 2013	Sex	Contracts	Individual respondent's request to be removed from application – denied; to amend and resubmit response - granted.

Human Rights Legal Support Centre

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